

OPSEU CAAT Academic Local 653 Meeting – LEC Minutes

Date: Friday, May 10, 2019

Location: Haileybury Curling Club

Attendance:

L. Shaba, S. Tremblay, N. McNair, S. Storing, C. Sheehan, M. Studd, T. Dearden, W. Schaffer, T. Bates-Yarkie

Guests:

Peter McDonagh (Northern College faculty, Health and Safety representative, Haileybury Campus)

Lorrie Irvine (retired professor, Northern College, Kirkland Lake Campus)

Regrets:

Kathy Smith, Dave Rogalsky

Taker of Minutes:

W. Schaffer

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1.0 Call to Order

President Lad Shaba called the meeting to order at __ **10:30 AM** __

2.0 Adoption of the Agenda

Additions under New Business:

10.1 – Election of officers

10.2 – Approval of budget

10.3 – Local bylaws

10.4 – Local dues increase

Motion: That the agenda be adopted as amended

Moved: Clint Sheehan

Seconded: Teena Bates-Yarkie

Carried

3.0 Minutes of Previous Meeting (April 12, 2019)

Motion: That the minutes of April 12, 2019 be adopted as amended with correction to Hanover

Moved: Tyy Dearden

Seconded: Neal McNair

Carried

4.0 Business arising from the minutes

President Lad Shaba shared that it has been revealed that Northern College faculty are being paid for challenge examination work, as per the long-standing approach. There has not been a meeting for the diversity committee at Northern College. President Lad Shaba shared the observation that management should be expected to act on and follow-up that surveys and reports like the Northern College climate survey.

5.0 Treasurer's Report

Treasurer Mike Studd provided:

- His financial statement dated May 5, 2019 with information for the fiscal year May 1, 2018 to April 30, 2019, and a proposed budget document for May 1, 2019 to April 30, 2020 that includes a potential local dues increase of \$8/month per faculty member
- Overall, income looks impressive and still recovering from the low funds from after the strike (strike was in fall 2017), but the purchase time bill has not been received from management yet (this bill will be for about \$18 000)
- The Northern Lights grant application has not been done yet but this will be prepared by Treasurer Mike Studd

President Lad Shaba shared:

- That at the OPSEU meetings that will occur in the summer 2019, he is interested to aggressively pursue more funding for local 653
- If there was a local dues increase, the surplus each year would be kept in a reserve fund to assist faculty in the event of a strike
- Stewards are encouraged to attend training opportunities at other schools in Ontario

1) **Motion:** That the treasurer's tabled financial statements be accepted as presented

Moved: Suzanne Tremblay

Seconded: Tyy Dearden

Carried

2) **Motion:** That the treasurer be given the authority to pay all outstanding expenses

Moved: Suzanne Tremblay

Seconded: Clint Sheehan

Carried

3) **Motion:** That the LEC accept the proposed budget for 2019-2020, as presented

Moved: Suzanne Tremblay

Seconded: Tyy Dearden

Carried

There was a discussion of the potential local dues increase (increase of \$8/month per faculty member – change from \$12/month per faculty member to \$20/ month per faculty member) that will be used to build up funds to be held by the union local to be used in the event of the next strike.

4) **Motion:** That the potential local dues increase of \$8/month per faculty member be presented to the attendees at the General Membership Meeting (to occur on May 10, 2019 immediately following this LEC meeting) for a discussion and vote.

Moved: Teena Bates-Yarkie

Seconded: Suzanne Tremblay

Carried

6.0 Correspondence

First Vice-President Warren Schaffer shared information from recent postings/articles from various sources with regards to union items.

Lorrie Irvine (retired professor, Northern College, Kirkland Lake Campus) provided information on the College Retirees Group Insurance Advisory Committee. This is a group that can appeal a case for coverage from SunLife Financial on behalf of retired faculty that retired faculty can join with a life-time membership for \$10.

Motion: That the LEC pay the \$10 registration fee for all new retired faculty from Northern College.

Moved: Shane Storrington

Seconded: Tyy Dearden

Carried

7.0 Reports of Officers

7.1 President

President Lad Shaba shared his report verbally, with a written document:

- The union representatives of local 653 continue to help the members of the bargaining unit and it beneficial for meetings/contact to occur face-to-face
- There have been some recent hirings, especially associated with work in programs with enrolment from international students, and also 2 other hirings in Business and Veterinary Sciences
- There is the potential that a faculty member from the Timmins Campus will be returning to work from short-term disability
- There is a new agreement with management with regards to the workload resolution arbitrators at Northern College
- The union is wary and in opposition to a new push by management for faculty to do volunteer work
- The union is aware of multiple policies for health and safety that are expired. The union local has granted management until September 2019 to remedy this situation
- A faculty member from the Timmins campus had pay rerouted to an unknown account as a result of a phishing scam. There was an inadequate response by Northern College to this scam and there was undue and significant stress placed on the faculty member. The union local has asked for training to occur for Northern College finance personnel to help prevent a future problem like this, and management has seemed receptive so far
- The Program Viability Framework is developing at Northern College. It is possibly related that some programs are being suspended
- The concern about management's refusal to recognize carried over professional development for faculty has been dealt with and this is no longer occurring
- The funding for the Literacy and Basic Skills program (a non-post-secondary program) at Northern College is changing and there are some problems. New SWFs have been released with post-secondary courses for some LBS faculty
- There is a college campus committee active in Kirkland Lake with a meeting planned for May 15.
- There continue to be problems with getting timetable relief/reserve for union meetings on Fridays. There is the potential to form a UCC committee at every campus in response to this

7.2 Board of Governors Report (BoG)

No report was received.

7.3 Vice-Presidents (1st and 2nd)

1st Vice President

1st Vice President Warren Schaffer shared that there has been progress on the local by-laws project and this will be shared at the General Membership Meeting. He also offered that this time of year is important for reflection and setting of goals for the next year.

2nd Vice President

2nd Vice President Clint Sheehan offered that:

- A recent theft occurred at the Timmins Campus bookstore, but management wanted to deal with the theft internally at the Timmins Campus (including with only Northern College staff) and to not report the theft to the police nor to have police investigate, for unknown reasons.
- It recently came to light that there was a mass cheating incident at the Timmins Campus, in the Early Childhood Education program that also included threats to faculty. The union local is interested that information needs to be better provided to faculty when there are occurrences

7.4 Chief Steward

In the interests of limited time, Chief Steward Suzanne Tremblay moved her report to the General Membership Meeting (meeting to follow this one, on May 10, 2019).

7.5 Associate Chief Steward

In the interests of limited time, Associate Chief Steward Neal McNair moved his report to the General Membership Meeting (meeting to follow this one, on May 10, 2019).

8.0 Reports of Committees

8.1 UCC

In the interests of limited time, Union co-chair Neal McNair moved his report to the General Membership Meeting (meeting to follow this one, on May 10, 2019).

8.2 CESC

In the interests of limited time, Union co-chair Neal McNair moved his report to the General Membership Meeting (meeting to follow this one, on May 10, 2019).

8.3 WMG

Union co-chair Warren Schaffer moved his report to the General Membership Meeting (meeting to follow this one, on May 10, 2019) except to share that the workload resolution arbitrators for April 1, 2019 to March 31, 2020 on a rotational basis, subject to availability are Ian Anderson, Paula Knopf, Judy Rantala and Peter MacLean.

8.4 Health & Safety (Kirkland Lake, Timmins and Haileybury)

In the interests of limited time, these reports were moved to the General Membership Meeting (meeting to follow this one, on May 10, 2019).

8.5 Return to Work

In the interests of limited time, these reports were moved to the General Membership Meeting (meeting to follow this one, on May 10, 2019).

9.0 Unfinished Business

None.

10.0 New Business

10.1 Election of officers

President Lad Shaba initiated a brief discussion of a way to approach the election of officers that would occur during the General Membership Meeting (meeting to follow this one, on May 10, 2019).

Motion: That President Lad Shaba be appointed steward of the officers of local 653.

Moved: Neal McNair

Seconded: Suzanne Tremblay

Carried

10.2 Approval of the Budget

This has been covered elsewhere/earlier at this meeting in the Treasurer's Report.

10.3 Local by laws

This item was deferred to the General Membership Meeting (meeting to follow this one, on May 10, 2019).

10.4 Local dues increase

This has been covered elsewhere/earlier at this meeting in the Treasurer's Report.

Further discussion will occur at the General Membership Meeting (meeting to follow this one, on May 10, 2019).

11.0 Campus Reports

None.

12.0 Adjournment

Meeting Adjourned at ____ **12:00 PM** ____